

103<sup>D</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 4981

To amend certain Federal civil rights statutes to prevent the involuntary application of arbitration to claims that arise from unlawful employment discrimination based on race, color, religion, sex, national origin, age, or disability; and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

AUGUST 17, 1994

Mrs. SCHROEDER (for herself, Mr. MARKEY, and Ms. MARGOLIES-MEZVINSKY) introduced the following bill; which was referred jointly to the Committees on Education and Labor and the Judiciary

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## A BILL

To amend certain Federal civil rights statutes to prevent the involuntary application of arbitration to claims that arise from unlawful employment discrimination based on race, color, religion, sex, national origin, age, or disability; and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Civil Rights Proce-  
5       dures Protection Act of 1994”.

1 **SEC. 2. AMENDMENT TO TITLE VII OF THE CIVIL RIGHTS**  
2 **ACT OF 1964.**

3 Title VII of the Civil Rights Act of 1964 (42 U.S.C.  
4 2000e et seq.) is amended by adding at the end the follow-  
5 ing:

6 “EXCLUSIVITY OF POWERS AND PROCEDURES

7 “SEC. 719. Notwithstanding any Federal statute of  
8 general applicability that would modify any of the powers  
9 and procedures expressly applicable to a claim arising  
10 under this title, such powers and procedures shall be the  
11 exclusive powers and procedures applicable to such claim  
12 unless after such claim arises the claimant voluntarily en-  
13 ters into an agreement to resolve such claim through arbi-  
14 tration or another procedure.”.

15 **SEC. 3. AMENDMENT TO THE AGE DISCRIMINATION IN EM-**  
16 **PLOYMENT ACT OF 1967.**

17 The Age Discrimination in Employment Act of 1967  
18 (29 U.S.C. 621 et seq.) is amended—

19 (1) by redesignating sections 16 and 17 as sec-  
20 tions 17 and 18, respectively, and

21 (2) by inserting after section 15 the following:

22 “EXCLUSIVITY OF POWERS AND PROCEDURES

23 “SEC. 16. Notwithstanding any Federal statute of  
24 general applicability that would modify any of the powers  
25 and procedures expressly applicable to a right or claim  
26 arising under this Act, such powers and procedures shall

1 be the exclusive powers and procedures applicable to such  
2 right or such claim unless after such right or such claim  
3 arises the claimant voluntarily enters into an agreement  
4 to resolve such right or such claim through arbitration or  
5 another procedure.”.

6 **SEC. 4. AMENDMENT TO THE REHABILITATION ACT OF**  
7 **1973.**

8 Section 505 of the Rehabilitation Act of 1973 (29  
9 U.S.C. 795) is amended by adding at the end the follow-  
10 ing:

11 “(c) Notwithstanding any Federal statute of general  
12 applicability that would modify any of the procedures ex-  
13 pressly applicable to a claim based on right under section  
14 501, such procedures shall be the exclusive procedures ap-  
15 plicable to such claim unless after such claim arises the  
16 claimant voluntarily enters into an agreement to resolve  
17 such claim through arbitration or another procedure.”.

18 **SEC. 5. AMENDMENT TO THE AMERICANS WITH DISABIL-**  
19 **ITIES ACT OF 1990.**

20 Section 107 of the Americans With Disabilities Act  
21 of 1990 (42 U.S.C. 12117) is amended by adding at the  
22 end the following:

23 “(c) Notwithstanding any Federal statute of general  
24 applicability that would modify any of the powers and pro-  
25 cedures expressly applicable to a claim based on a violation

1 described in subsection (a), such powers and procedures  
 2 shall be the exclusive powers and procedures applicable to  
 3 such claim unless after such claim arises the claimant vol-  
 4 untarily enters into an agreement to resolve such claim  
 5 through arbitration or another procedure.”.

6 **SEC. 6. AMENDMENT TO SECTION 1977 OF THE REVISED**  
 7 **STATUTES OF THE UNITED STATES.**

8 Section 1977 of the Revised Statutes of the United  
 9 States is amended by adding at the end the following:

10 “(d) Notwithstanding any Federal statute of general  
 11 applicability that would modify any of the procedures ex-  
 12 pressly applicable to a right to make and enforce a con-  
 13 tract of employment under this section, such procedures  
 14 shall be the exclusive procedures applicable to a claim  
 15 based on such right unless after such claim arises the  
 16 claimant voluntarily enters into an agreement to resolve  
 17 such claim through arbitration or another procedure.”.

18 **SEC. 7. AMENDMENT TO THE EQUAL PAY REQUIREMENT**  
 19 **UNDER THE FAIR LABOR STANDARDS ACT OF**  
 20 **1938.**

21 Section 6(d) of the Fair Labor Standards Act of  
 22 1938 (29 U.S.C. 206(d)) is amended by adding at the end  
 23 the following:

24 “(5) Notwithstanding any Federal statute of general  
 25 applicability that would modify any of the powers or proce-

1 dures expressly applicable to a claim based on violation  
2 of this subsection, such powers and procedures shall be  
3 the exclusive procedures applicable to such claim unless  
4 after such claim arises the claimant voluntarily enters into  
5 an agreement to resolve such claim through arbitration or  
6 another procedure.”.

7 **SEC. 8. AMENDMENT TO THE FAMILY AND MEDICAL LEAVE**  
8 **ACT OF 1993.**

9 Title IV of the Family and Medical Leave Act of  
10 1993 (29 U.S.C. 2561 et seq.) is amended by adding at  
11 the end the following:

12 **“SEC. 406. EXCLUSIVITY OF REMEDIES.**

13 “Notwithstanding any Federal statute of general ap-  
14 plicability that would modify any of the procedures ex-  
15 pressly applicable to a claim based on right provided under  
16 this Act or under an amendment made by this Act, such  
17 procedures shall be the exclusive procedures applicable to  
18 such claim unless after such claim arises the claimant vol-  
19 untarily enters into an agreement to resolve such claim  
20 through arbitration or another procedure.”.

21 **SEC. 9. AMENDMENT TO TITLE 9 OF THE UNITED STATES**  
22 **CODE.**

23 Section 14 of title 9, United States Code, is amend-  
24 ed—

25 (1) by inserting “(a)” before “This”, and

1           (2) by adding at the end the following:

2           “(b) This chapter shall not apply with respect to a  
3 claim of unlawful discrimination in employment if such  
4 claim arises from discrimination based on race, color, reli-  
5 gion, sex, national origin, age, or disability.”.

6 **SEC. 10. APPLICATION OF AMENDMENTS.**

7           The amendments made by this Act shall apply with  
8 respect to claims arising on and after the date of the en-  
9 actment of this Act.

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